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ABSTRACT

This handbook consists of guidelines and sample materials for use by individuals who want to learn how to identify nontraditional role models, implement a linkage conference for vocational educators and nontraditional workers, and help nontraditional workers serve as role models for students in vocational programs. The first part of the guide, which is a description of the role model index, summarizes the goals and objectives of the index, provides a timeline for implementing the various action steps of the model, and sets forth guidelines, sample letters, and forms for use in identifying nontraditional workers. Examined next are procedures for organizing a linkage conference to bring together vocational educators and nontraditional workers. Various followup activities, including poster development and publicity efforts, are described. Concluding the guide are recommendations concerning implementation of the model and a brief bibliography of the works consulted in developing the role model index. Appendixes to the manual include a list of the names and addresses of some of the individuals identified as being nontraditional role models and a directory of Hispanic women who have agreed to work with vocational educators in the capacity of nontraditional role models. (MN)

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DEVELOPING A ROLE-MODEL

INDEX

A Guide Book

August, 1984

Ysleta Independent School District
8445 Valdespino
El Paso, Texas 79907

Eva Ross and Armenia Smith
Vocational Equity Project

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INTRODUCTION

This role model index is a model for people who want to know how to identify nontraditional role models, implement a linkage conference for vocational educators and nontraditional workers and how nontraditional workers can serve as role-models for students in vocational programs.

This guidebook is the product of the Ysleta Equity Program. It was developed during the 1983-84 school year and funded under contract for the U.S. Department of Education, under the Discretionary Funding of Vocational Program Improvement Activities of the Texas Education Agency.

Ms. Eva Ross, the developer of this index was responsible for the identification of the twenty-eight nontraditional role models who participated in this project. Special thanks goes to Ms. Ross for the development of this project.

Armenia Smith
Vocational Equity Project
Ysleta Independent School
District

STRATEGIES: INTERACTIVE STRATEGIES

Role Model Index

Goal: Develop an index of local nontraditional role models

Objectives

A. Identify and recruit nontraditional workers who will serve as role models to students. These role models will demonstrate:
   1. Strong communications skills
   2. Knowledge of up to date information on openings in their career fields
   3. Interest in the career development of young people
B. Identify and recommend potential nontraditional members of vocational advisory committees.
C. Provide a role model index to educational personnel; teachers, counselors, administrators.
D. Provide an opportunity for nontraditional workers and educators to discuss strategies to improve the recruitment, retention and placement of nontraditional students.
E. Develop and disseminate nontraditional posters for classroom use.

Methodology: (See the attached time lines)

Comments: The project was very interesting and worthwhile. Twenty-eight nontraditional workers were identified who were willing to participate. Also, strategies were generated as a result of the linkage conference

TIMELINES

ACTION STEPS RELATED TO DEVELOPING ROLE MODEL INDEX OF NONTRADITIONAL WORKERS

ACTION STEPS	ASSIGNMENT	COMPLETION DATE
Review contract with funding source to detail expected outcomes.		
Develop detailed budget for Role Model Index. Submit to Accounting Office.		
Write Objectives		
Identify target vocational fields of study. Review literature for model projects providing format for Role Model Index of local nontraditional workers. Evaluate other models' appropriateness to defined objectives.		
Determine needs of community for use of Role Model Index. a) locate directory of community agencies/business. Contact persons at each agency, address of agency users. b) Make a list of community agencies to be contacted. c) Send out letters to get role model recommendations.		

ACTION STEPS	ASSIGNMENT	COMPLETION DATE
Meet personally with vocational counselors, community college counselors, local organization representatives to explain purposes and uses of project materials and enlist their help in identifying role models.		
Attend meetings of key vocational advisory committees to help identify non-traditionals.		
Develop letter to vocational personnel to identify resources they have in finding nontraditional role models.		
Develop list of potential nontraditional role models. Send out letters to identified role models. Receive responses.		
Invite educators and nontraditional workers to a Linkage Conference.		
Hold Linkage Conference.		

ACTION STEPS	ASSIGNMENT	COMPLETION DATE
Finalize Role Model Index		
Develop posters of nontraditionals. a) Set appointments to take pictures of nontraditional workers who volunteered at Linkage Conference. b) Interview each and take pictures c) Print posters		
Dissiminate role model index (and posters) to interested personnel.		

IDENTIFICATION OF NONTRADITIONAL WORKERS

A very serious effort was made to identify role models who were vocational graduates, people who had not graduated from four year college programs, and people who had entered nontraditional fields after some work experience in traditional areas, i.e., secretaries who had become engineers/technicians.

Nontraditional workers were first identified by using articles clipped from the morning and evening paper. Names were solicited from community college personnel, vocational counselors, placement officers from the local vocational high school, EEOC officers, and the Chamber of Commerce education committee. Also, names were collected from previous career days.

The letters attached were also sent to local businesses and organizations asking them to identify nontraditional workers.

Once the list of recommended nontraditional workers was completed, 145 request letters were sent to see who would be part of the role model index. They were also asked to identify other nontraditional workers. Forty-five responded. Twenty-eight agreed to be listed in the index. (Appendix pp. 32-33)

NONTRADITIONAL ROLE MODEL REFERRAL FORM

Nontraditional Role Model's Name _____

Job Title _____

Work Phone _____

Home Phone _____

Current Employer _____

Work Address _____

Home Address _____

City and Zip _____

YSLETA INDEPENDENT SCHOOL DISTRICT
8445 VALDESPINO STREET
EL PASO, TEXAS 79907-6099
(915) 859-7971

SAMPLE LETTER TO VOCATIONAL PERSONNEL
TO IDENTIFY NONTRADITIONAL ROLE MODELS

Dear ,

You have been recommended as a resource person for our 1983-84 vocational education project which deals with identifying nontraditional role models in vocational fields. The Ysleta ISD is developing a role model index of nontraditional workers for use in the community by teachers, counselors, vocational personnel and vocational advisory committees. We are especially interested in identifying noncollege educated nontraditional role models.

To help identify potential nontraditional role model, first think of nontraditional students who are graduated of vocational programs and who are succeeding in the work world. Perhaps a check of your five year follow-up studies would help. Secondly, consider non-traditional workers you have used in the past either as role models speaking before students or on advisory committees. Please return the attached form for those role models you have identified by _____(date)_____.

Your cooperation in this early stage is essential to the project's success. Of course you will receive a completed copy of the role model index when it is finished. You are welcome to use the back of this paper also. We expect this project to be a major resource for vocational educators in our area. Remember, we need your response by _____(date)_____.

Sincerely,

YSLETA INDEPENDENT SCHOOL DISTRICT
8445 VALDESPINO STREET
EL PASO, TEXAS 79907-6099
(915) 859-7971

SAMPLE LETTER TO LOCAL BUSINESSES
TO IDENTIFY NONTRADITIONAL ROLE MODELS

Dear ,

The Ysleta ISD has recently been awarded a vocational grant to develop and test a Model for Linking Education and Industry in preparing students for non-traditional jobs. You have been identified as a key community member to assist us in this project. This is an invitation to help.

At this time, we are developing a Role Model Index. This Role Model Index will be used to establish a list of volunteers to talk about their careers with high school students.

For the purposes of this project, a non-traditional worker is a person of one sex having a job or performing a task formerly done only by a person of the other sex. (Example: women who are machinist, men who are nurses) We would like to identify employees who: 1) are graduates of area vocational high schools, 2) employees who are graduates of local two year vocational programs offered by area community colleges, or 3) employees who have moved from a traditional position to a non-traditional position successfully.

Please survey your employee records and identify any employee who meets the criteria above. We will send them an invitation to participate in this project. Please list their names on the attached form and return it by (date).

If you have any questions please contact me at this telephone number 859-7971, ext. 269 during normal working hours.

You and your company are to be commended for providing opportunities in nontraditional areas for your employees. The vocational program of the Ysleta ISD intends to provide you a future supply of equally competent workers. The use of role models with our younger students is a first step in making this goal a reality. Many thanks for all your assistance.

Sincerely,

YSLETA INDEPENDENT SCHOOL DISTRICT
8445 VALDESPINO STREET
EL PASO, TEXAS 79907-6099
(915) 859-7971

SAMPLE LETTER TO AREA ORGANIZATIONS
TO IDENTIFY NONTRADITIONAL ROLE MODELS

Dear ,

The Ysleta ISD has recently been awarded a vocational grant to develop and test a Model for Linking Education and Industry in preparing students in non-traditional jobs. Your organization has been identified as a key resource in assisting us in completing this project. This is an invitation to help.

At this time, we are developing a Role Model Index. This Role Model Index will be used to establish a list of volunteers to talk about their careers with high school students.

For the purposes of this project, a non-traditional worker is a person of one sex having a job or performing a task formerly done only by a person of the other sex. (Example: women who are machinist, men who are nurses) We would like to identify workers who are 1) graduates of local high school vocational programs, 2) workers who are graduates of local two year vocational programs offered by area community colleges, or 3) workers who have moved from a traditional work area to a non-traditional position successfully.

Please look through your records and identify any of your contacts who meet the criteria above. We will send them an invitation to participate in this project. Please list their names on the attached form and return it by ____(date)____.

If you have any questions, please contact me at this number 859-7971, ext. 269 during normal working hours.

Your organization is to be commended for providing opportunities and support for non-traditional workers. The vocational program of the Ysleta ISD hopes to continue opening the door to non-traditional lucrative areas of employment for its students. The use of role models with our prospective vocational students is the first step in making this goal a reality. Many thanks for your assistance.

Sincerely,

YSLETA INDEPENDENT SCHOOL DISTRICT
3445 VALDESPINO STREET
EL PASO, TEXAS 79907-6099
(915) 859-7971

LETTER TO NONTRADITIONAL WORKER

Dear ,

The Ysleta Independent School District has recently been awarded a vocational grant to develop and test a Model for Linking Education and industry in preparing students for nontraditional jobs. You have been identified as a key community member with special resources to assist us in this project. This is a request for your help.

At this time, we are developing a Role Model Index. This Role Model Index will be used to establish a list of volunteers to talk about their careers with high school students.

If you are interested in participating in the Role Model Index, please fill out the attached form and return it to the Ysleta Equity Program in the self-addressed, stamped envelope enclosed by (date).

Thank you for considering this request. Your assistance and support are greatly appreciated.

Sincerely,

YES! I AM INTERESTED IN HAVING MY NAME PLACED ON THIS ROLE MODEL INDEX.

NAME_____

EMPLOYER_____ JOB TITLE_____

WORK ADDRESS_____ ZIP CODE_____

HOME ADDRESS_____ ZIP CODE_____

BUSINESS TELEPHONE_____ RESIDENCE TELEPHONE_____

JOB SUMMARY_____

_____

_____

_____

_____

JOB TRAINING_____

_____

_____

PREVIOUS WORK EXPERIENCE_____

_____

_____

_____

ARE YOU WILLING TO TALK TO GROUPS? ____YES ____NO

WOULD YOU PARTICIPATE IN CAREER DAY ACTIVITIES? ____YES ____NO

ARE YOU WILLING TO TALK TO AN INDIVIDUAL STUDENT INTERESTED IN YOUR FIELD? ____YES ____NO

WOULD YOU BE WILLING TO ARRANGE A WORK SITE VISIT FOR A STUDENT? ____YES ____NO

OTHER (EXAMPLE: PROVIDE INFORMATION TO TEACHERS; SERVE ON ADVISORY COUNCIL.) ____YES ____NO

PLEASE SPECIFY: _____

_____

_____

INITIAL LIST OF RECOMMENDED NONTRADITIONAL ROLE MODEL

	DATE INITIAL LTR SENT	POSITIVE RESPONSE RECEIVED	NEGATIVE RESPONSE RECEIVED	NO RESPONSE RECEIVED	REMARKS	NON-TRAD WORKERS YES/NO
-Example- Ms. Gloria Rodriguez Saltech, Inc. 11237 Pellicano El Paso, Texas 79915						

STRATEGIES: TRAINING

Linkage Conference - Role Models/Vocational Personnel

In March, 1984, a linkage conference was held at the vocational high school for the role models and vocational teachers, supervisors, and administrators.

Objectives:

It served two purposes: 1) to develop a network between the school district and nontraditional workers and 2) to develop a list of strategies in order to improve recruitment, retention and placement of nontraditional students in vocational education.

Time: Two Hours

Audience: Vocational Educators and Nontraditional Workers

Methodology:

1. Set date and finalize facility arrangements for the meeting room
2. Send out invitations
3. Make name tags and set up registration procedures
4. Follow the attached agenda
   a. During get acquainted have participants complete interview questions and during dinner have people share information
   b. After dinner, have people get into groups and brainstorm strategies
   c. Complete network forms and evaluation
   d. Follow-up with a letter to non-attenders

Comments:

The linkage conference generated a great deal of enthusiasm both by the role models and vocational personnel. It was at this event that role models committed themselves to speak to students, or serve on advisory committees, or have their picture taken for the poster set.

YSLETA INDEPENDENT SCHOOL DISTRICT
8445 VALDESPINO STREET
EL PASO, TEXAS 79907-6099
(915) 859-7971

INVITATION TO NONTRADITIONAL ROLE MODELS

March 5, 1984

[Inside Address]

Dear [Salutation]:

Thank you for your positive response to serve as a nontraditional role model for our program which links industry and vocational education.

Enclosed you will find an invitation to attend a dinner meeting of nontraditional workers on March 14, 1984, from 6:30 p.m. until 8:30 p.m. at Ysleta Vocational High School. This event will provide an opportunity for El Paso nontraditional workers to meet and discuss job related issues.

Also enclosed is a tentative schedule for your consideration and a map to Ysleta Vocational High School, 300 Vocational Drive (located at the 7600 block of Alameda Avenue).

Please return your RSVP as soon as possible. I look forward to meeting you on March 14th.

Sincerely,

Armenia Smith
Vocational Equity Project

AS:ldc

Enclosures/2

The Ysleta Equity Program

cordially invites you

to be our guest for dinner

and to join us in a discussion of

Nontraditional Work

on Wednesday, March 14, 1984

at the

Ysleta Vocational High School

300 Vocational Drive

from 6:30 p.m. until 8:30 p.m.

Please respond by returning the information indicated below

Dinner Activity:

[ ] I will attend the Dinner Activity for Nontraditional workers

[ ] I will not be able to attend

Name:_____

Address:_____

Phone:_____

MEMO TO VOCATIONAL EDUCATORS

M E M O R A N D U M

TO: Person Addressed

FROM: Armenia Smith AS
Ysleta Equity Program

SUBJECT: Dinner Meeting with
Nontraditional Workers

DATE: March 6, 1984

Attached you will find an invitation to attend a dinner meeting of nontraditional workers on March 14 from 6:30 p.m. until 8:30 p.m. at the Ysleta Vocational High School. This event will provide an opportunity for El Paso nontraditional workers to meet and discuss job related issues with educators.

Also, attached is a tentative schedule for your consideration. Please return your RSVP as soon as possible to Armenia Smith at Central Office.

I look forward to meeting you on March 14.

em

LINKAGE CONFERENCE

GOAL: To provide an opportunity for nontraditional workers and educators to discuss nontraditional work.

OBJECTIVES:

1. To develop a network between nontraditional workers and the Ysleta Independent School District.

2. To develop a list of strategies in order to improve recruitment, retention and placement of nontraditional students in vocational education.

SCHEDULE

6:30 - 6:45	Registration/Greetings
6:45 - 7:30	Dinner - Get Acquainted
7:30 - 7:45	Group Reports
7:45 - 8:00	Strategy Sharing
8:00 - 8:15	Role Model Index/Networking Form
8:15 - 8:30	Evaluation

INTERVIEW QUESTIONS FOR
NONTRADITIONAL WORKERS

1. What position do you hold?_____

   Number of years_____ What exactly do you do on your job?_____

   _____

   _____

   _____

2. What other kinds of jobs have you had?_____

   _____

   _____

   _____

3. Because you are/have been a nontraditional worker,

   A) Why did you select this occupation?_____

   _____

   B) What is the most difficult part of your job?_____

   _____

   C) What is the most enjoyable part of your job?_____

   _____

   D) How were you encouraged to select this occupation?_____

   _____

   E) In what ways were you discouraged to select this occupation?_____

   _____

4. What advice would you give to students that are considering a nontraditional career?_____

   _____

5. How do you assess your future in a nontraditional occupation?_____

   _____

   _____

INTERVIEW QUESTIONS FOR EDUCATORS

1. What position do you hold?_____

2. How long have you worked in vocational education?_____

3. How long have you worked with nontraditional students?_____

4. What experiences have you had with nontraditional students?_____

5. From your experiences, what extra help, support, encouragement, or training is needed for nontraditional students?

6. What problems have you encountered/observed with nontraditional students?

7. What are the future trends for students being enrolled in nontraditional classes/programs?

STRATEGY SHARING

In order for both education and industry to benefit from each others resources, work in your group to develop a list of suggestions, advice, or ideas that will improve the recruitment, retention, and placement of nontraditional students/workers.

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

7. _____

8. _____

9. _____

10. _____

VOCATIONAL EQUITY PROJECT

YSLETA EQUITY PROGRAM

Ysleta Independent School District
8445 Valdespino
El Paso, Texas 79907
(915) 859-7971

NETWORK FORM

This network form is designed to identify nontraditional workers who are interested in our program which links industry and vocational education. Those completing this form will become part of a network of nontraditional workers and educators. The Ysleta Equity Program will develop a role model index which will be available to local school personnel. If you are interested in becoming a part of this network, please provide the following information.

NAME _____

POSITION _____

ORGANIZATION _____

ADDRESS
WORK _____
HOME _____

TELEPHONE
WORK _____
HOME _____

If you know other nontraditional workers that may be interested in this project, please submit the following information so that we can contact them.

NAME _____

PLACE OF EMPLOYMENT _____

POSITION _____

ADDRESS _____

TELEPHONE _____

EVALUATION

1. When I go back to my job, I will promote nontraditional occupations by

_____

_____

_____

2. Was this type of interaction between educators and nontraditional workers worthwhile?

_____YES _____NO

Why?_____

_____

_____

3. Comments/Suggestions:

_____

_____

_____

_____

_____

_____

POSTER GIVEN OUT AT END OF CONFERENCE

Open Minds

Open Futures...

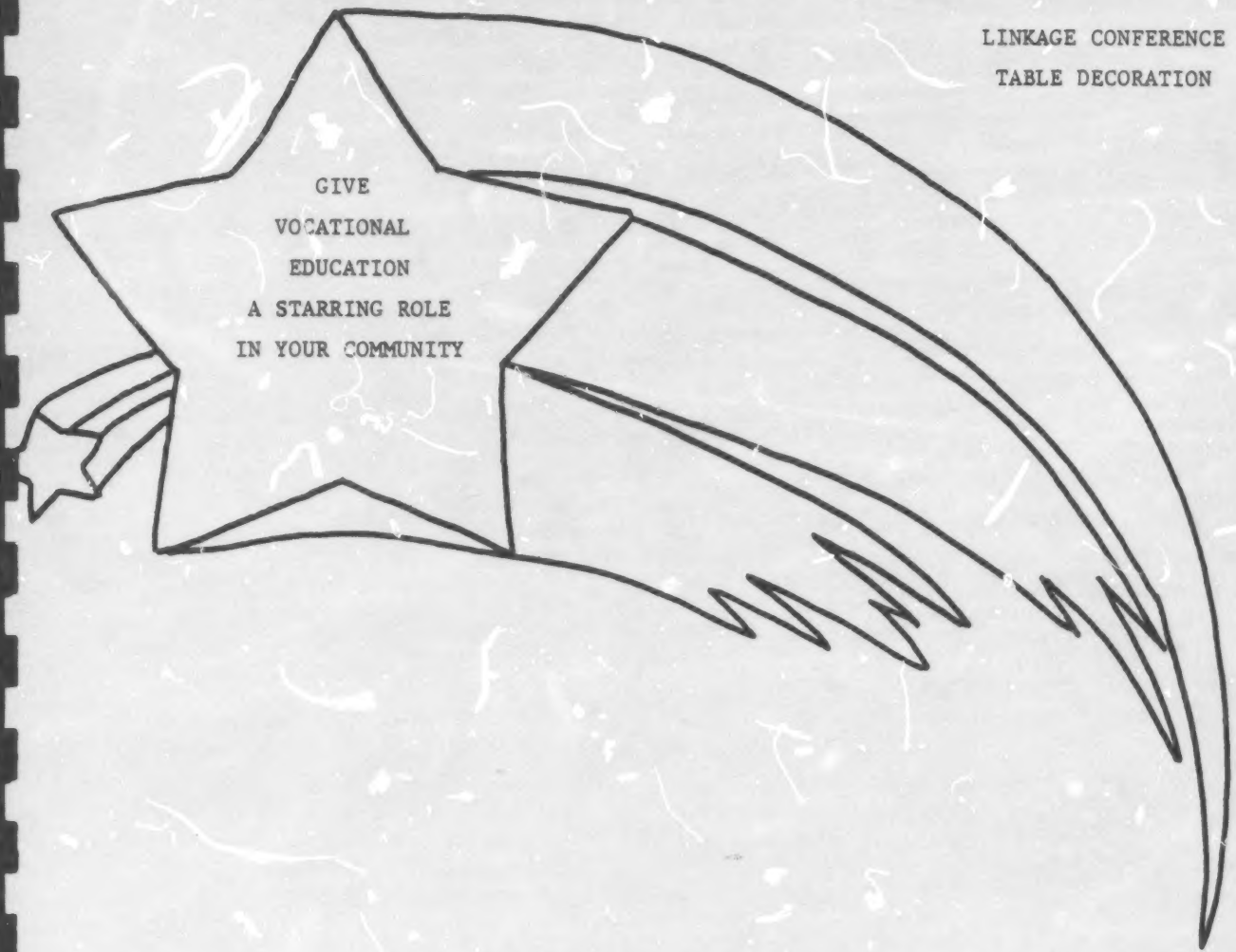
for ALL Children

Children ~ girls as well as boys ~ respond to role models that offer exciting career goals for their future.

Source: Guide to Nonsexist Teaching Activities, Oryx Press, 2214 North Central at Encanto, Phoenix, Arizona 85004.

LINKAGE CONFERENCE

TABLE DECORATION



YSLETA INDEPENDENT SCHOOL DISTRICT
8445 VALDESPINO STREET
EL PASO, TEXAS 79907-8099
(915) 859-7971

LETTER TO ROLE MODELS WHO WERE UNABLE TO ATTEND LINKAGE CONFERENCE

March 29, 1984

¥a¥

Dear ¥b¥:

This letter is to update you on the Ysleta Independent School District Equity Program's vocational grant to develop a model for linking education and industry in preparing students for nontraditional jobs. We are sorry you were unable to attend the Linkage Conference the evening of March 14. Approximately 45 educators and nontraditional workers attended. The meeting resulted in:

1. the beginning of a network of nontraditional workers, the YWCA, federal agencies, and El Paso Community College;

2. the sharing of strategies to utilize nontraditional workers in vocational education;

3. new referrals by those who attended of nontraditional workers to add to our role model index.

Although you were unable to attend, we will be including you in the role model index to be distributed later to teachers and counselors. If you have any questions please contact Armenia Smith at 859-7971. Thank you again for your support of our district's efforts to broaden vocational opportunities for students.

Sincerely,

Armenia Smith, Vocational Equity Project

Marilyn Money, Strategy Developer

Eva Ross, Role Model Index Developer

1658 Common Drive
El Paso, Texas 79936
April 2, 1984

Mrs. Eva Ross
Vocational Equity Project
2306 Ange
El Paso, Texas 79902

Dear Mrs. Ross:

I wish to thank both you and Armenia Smith for including me as a representative of the YWCA in your Linkage Conference, March 14th. It was not only a most informative evening, but also, most enjoyable.

I was quite impressed with the inroads you are making in breaking barriers against women in non-traditional jobs. Also, the net work that you are co-ordinating will be a vital community service. I was impressed, particularly, with the literature that you are distributing to both parents and students.

We will be looking forward to your input in the YWCA Coalition for Women In EMployment. You will receive a notification of the next meeting.

Most sincerely,

Lorita McNiece

Mrs. Lorita McNiece

BIBLIOGRAPHY OF RESOURCES

USED TO DEVELOP LINKAGE CONFERENCE

Legg, Marilyn R. and Dr. Robert E. Scott, A Strategies Handbook for Use with the Kansas Directory of Nontraditional Workers, Kansas State University, College of Education, Manhattan, Kansas, May, 1980.

Moynihan - McCoy, Toni, Forum For Change Handbook. Region II Service Center, Corpus Christi, Texas, 1983.

Osguthorpe, Russel T, etc., Careers Unlimited. Institute of Education Brigham Young University, Utah State Office of Education, Salt Lake City, Utah, 1982.

Sechler, Judith A., Enhancing Placement, Sex Equity Training Package. The National Center for Research in Vocational Education, The Ohio State University, Columbus Ohio, 1981.

FOLLOW-UP ACTIVITIES

Poster Development

Midyear into the project, the director realized that one method of dissemination for the influence of the role models would be to develop a series of posters. Several samples from other states were gathered. A photographer was choosen who had special interest and sensitivity to the issue of broadening career choices. She photographed role models who presented a variety of vocational fields offered at the district high school. She also made audio tapes to assist in developing the copy on the posters.

Seeking Publicity

Following the identification of nontraditional workers who were willing to serve as role models, the program sought publicity about their existence through a variety of media. A new local newspaper, Southwestern Woman, was given the names of six role models to interview. ETCOM, Empowerment through Communication, a community based radio station was contacted to produce a program utilizing the role models. Contact was made with the local YWCA to utilize the role models with their Task Force on Women's Employment. Several public service announcements promoting vocational education were aired during National Vocational Education Week. These were broadcast in English and Spanish. Also, names of several nontraditional role models were included in the El Paso Hispanic Women's Directory and distributed to 400 women who attended a community college conference. (See Appendix pp. 34-35) These efforts brought community attention to the linkage of the district's Equity Program and nontraditional workers in El Paso.

Recommendations

A. Identify consultant to develop role model index who is very knowledgeable about community and vocational programs.

B. Write clear guidelines to assist consultant in defining task and completion dates.

C. Exactly define concept of nontraditional worker as it is to be used in the index. (College educated professional workers in nontraditional areas were not included since the project was funded with vocational monies.)

D. Be sure that a large number of nontraditional workers attend the linkage conference. It ends their feeling of isolation. It provides a chance for interaction between them and vocational teachers and counselors.

E. Constantly build contacts with community - Women's Center, YWCA, Women in Construction, etc.

Note: Remember that everything takes longer than you think it will to accomplish.

BIBLIOGRAPHY OF RESOURCES USED TO

DEVELOP ROLE MODEL INDEX

1. Kansas Directory of Non-traditional Workers, and Strategies Handbook available from Marilyn Legg, Adult and Occupational Education available from Holton Hall, Kansas State University, Manhattan, KS 66506.

2. Nontraditional Jobs for Women, A Resource Guide for Connecticut Women and Career Counselors available from Permanent Commission on the Status of Women, 6 Grand Street, Hartford, Connecticut, 06115.

3. Parent Cadre Model and Speakers Bureau Manual Model, available from Toni Moynihan, Texas Education Agency Region II Office, 109 N. Water, Corpus Christi, Texas 78401.

4. Speakers Bureau 1983 El Paso Community College available from Public Affairs Office El Paso Community College, P. O. Box 20500, El Paso, Texas 79998.

APPENDIX

1. Sample: Nontraditional Role Model Index

2. Adelante Mujer Hispana Directory/Nontraditional Workers

YSLETA INDEPENDENT SCHOOL DISTRICT
NONTRADITIONAL ROLE MODEL INDEX
-SAMPLE-

MAY 1984

Mr. Fermin Acosta
Vice President-former VOE student
Government Employees Credit Union
7227 Viscount
El Paso, Texas 79925 778-9221

Connie Ambrose
El Paso Natural Gas
Systems Analyst
P. O. Box 1492
El Paso, Texas 79948 541-2600

Hugo Arellano
Instructor-Electrical Trades
Former Electrical Trades Student
300 Vocational
El Paso, Texas 79915 778-5208

Patricia Arellano
Systems Rep/Computer Networking
Former VOE student
Comnet/El Paso
8201 Lockheed, Suite 125
El Paso, Texas 79925 778-3384

Vicky Davis Bustamante
Architect Associate
Winton Homes
7145 Western Skies
El Paso, Texas 79932 584-8629

Ofelia Harrington Carrasco
Former Sears Service Technician
Presently: Bus Driver
Ysleta I.S.D.
8445 Valdespino
El Paso, Texas 79907 859-7971

Lucy Castaneda
Administrative Assistant
Ysleta I.S.D.
8445 Valdespino
El Paso, Texas 79907 859-7971

Arnold Chavarria
Dental Hygenist
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El Paso, Texas 79907 859-2690

Lillian Crabtree
VEH Upholstery Instructor
Former owner of upholstery shop
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El Paso, Texas 79915 778-5208

Debra Davis Edgar
Southwestern Bell Telephone
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Theresa Fisher
Mechanical Engineer
Former Office Secretary
Texaco Inc.
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El Paso, Texas 79905 772-1833

Patricia Garcia
Fashion Designer
Independent/Entrepreneur
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El Paso, Texas 79915 778-0415

Nancy C. Gunter
Comptroller/Painter
Joe Carrizal Contractors Inc.
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El Paso, Texas 79903 562-4631

Estela Herring
Machinist
Allen Bradley
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1984
El Paso
Hispanic Women's
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NON-TRADITIONAL WORKERS

ACEVEDO, GAIL 591-6126
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PERFORMING ARTS

Dance

BARRAGAN, GLORIA 778-4687/751-5041
Ms. Barragan's Dancenastics
Fitness Stuiod
1160 Airway
El Paso, Texas 79925
Sunrise Shopping Center
El Paso, Texas 79904

CARAVEO, MARTHA 755-8537
Dance Dimensions
Dancer-Ballet & Jazz
4940 Hondo Pass
El Paso, Texas 79904

CORDOVA, HELEN K. SORAYA 566-0658
Soraya's Belly Dance Studio & Boutique
2636 Montana
El Paso, Texas 79903

GUERRERO, ROSA 565-8416
Rosa Guerrero Dance Studio
Dance Instruction and Folklorico
3800 N. Piedras
El Paso, Texas 79930

Music Instruction

SANCHEZ, DIANA 858-0136
Tutor, Private Piano Lessons
225 Whittier Dr.
El Paso, Texas 79907